

CP-18 Leadership Development Program Crediting Plan

Each at large applicant will be rated against the following factors:

FACTOR 1: Commander's endorsement

FACTOR 2: Supervisory assessment of performance (Performance Appraisals)

FACTOR 3: Work experience, professional development and accomplishments (Resume)

FACTOR 4: MACOM Career Program Manager (MCPM) evaluation

FACTOR 5: Employee's Statement of Interest

1. Commander's endorsement (Memorandum) 10 points

0-----10

Weak endorsement, little more than a transmittal.

Describes an average candidate with limited leadership potential.

Very strong endorsement, describes an unusually competent candidate with high potential to assume leadership roles.

2. Supervisory assessment of performance (Performance Appraisals) 20 points

0-----20

Weak performance; rating of "Needs Improvement" or worse.

Superior performance; rating of "Excellence 75% or more of objectives.

**3. Work experience, professional development and accomplishments
(Resume) 30 points**

0-----30

Very limited experience in terms of assignments and responsibilities. Very limited professional development shown by types of training received. Very limited achievements /recognition shown by accomplishments/awards.

Superior experience in terms of assignments and responsibilities, or track record of progressively increasing responsibilities.

Excellent professional development shown by education and training. Significant achievements or recognition shown by accomplishments/awards.

4. MCPM Evaluation (Command Priority Form) 20 points

0-----20

Program not appropriate for candidate. Very weak reasons for rating, or reasons do not support rating in item 1. Additional comments do not support participation.

Program very appropriate for candidate. Strong rationale for rating. Comments fully support rating in item 1. Additional comments strongly support participation.

5. Employee's Statement of Interest 20 points

0-----20

Shows little or no relationship between individual goals and LDP goals. Candidate does not demonstrate leadership potential or interest.

Shows strong relationship between individual and LDP goals. Candidate demonstrates leadership potential and interest.